

Northern Cheyenne Cooperative Schools

P O Box 150 Busby, Montana 59016

February 5, 2012

Donna Bixby
Northern Cheyenne Cooperative Schools
School Board Chairman
Post Office Box 150
Busby, Montana 59016

RE: Notice of Recommendation to Terminate Martin James

Dear Chairman Bixby,

On February 5, 2012, at approximately 4:15 p.m., Ms. Realbird, school janitor, was performing her duties as after school custodian when she entered Martin James' classroom, Room 104, and found Mr. James with a Northern Cheyenne Cooperative Schools student watching what she perceived as pornography on the school's computer. Needing further information, I requested our technology specialist to return to school this afternoon to investigate Mr. James' Internet and computer files, and logs. I am informing you of the evidence of pornographic materials on Martin James' school computer being present at the time of Ms. Realbird's report. Attached you will find documentation regarding access to pornographic sites on Martin James' login via school computer.

As well, attached you will find: "Conduct on February 5, 2012" hand delivered to Martin James by myself this evening. I am recommending termination of Martin James' contract with NCCS with subsequent notification by you, the Trustees of NCCS, to OPI under 20-4-110(3)(a) mandatory report of immoral conduct by a teacher. Accordingly, all known information of this incident has been reported to the BIA police this evening.

Please advise as to the earliest date and time the NCCS School Board can meet to examine Martin James' conduct and render a decision as to his continued employment. Until that time, Mr. James will be under administrative leave with pay.

Respectfully submitted,

Pamela Henderson, M.Ed.
Superintendent

cc: Raymond Fox, School Board Secretary
George Headswift, Elementary School Board Member
Morgan Two Moons, Elementary School Board Member
Misty Russette, Junior High/High School Board Member
Sheldon Littlebird, Junior High/High School Board Member

Steve Ewing, Junior High/High School Principal
Coul Hill, Junior High/High School Assistant Principal
Human Resources

Attachments